

[Note—the District would like to work with SCTA to create consistency in references to “employee” throughout the article]

Sacramento City Unified School District
Initial Proposal to Sacramento City Teachers Association
Article 13, Employee Benefits
August 2, 2019

ARTICLE 13 -

~~13.8 The Board of Education shall continue to provide, at no cost to the teachers, liability insurance coverage. Further, an agent of the insurance company will take immediate action to defend the teacher in any suit within the coverage provided.~~

13.8 Eligibility for District -

~~extend for one (1) or more semesters, will be provided fully paid health, dental, life insurance, and vision care as provided for in Sections 13.1 through 13.4.1.~~

13.409 Retiree Health Benefits

13.409.1 Employee Eligibility

The Board agrees to pay the medical insurance premiums for teachers who have

complete premium payment to the District at a time specified by the District; payroll deduction for premium payment is prohibited.

~~13.42~~11 Open Enrollment/Switching

13.11.1 There shall be an "open enrollment" period each year for everyone eligible unless prohibited by the health provider. In any year when no open enrollment is offered, there shall be a "switching" period during which time an active or retired teacher may change or amend his or her carrier and/or dependency status. During a designated "switching" period, active or retired teachers may change carriers but cannot add dependent status.

~~13.42~~11.2 In the event that a health provider (i.e., medical, dental, vision, life, etc.) policy or plan is either terminated by the parties or cancelled by the providers, then a "switching" period may be implemented to facilitate the needs of the impacted unit members.

~~13.43~~11.3 The District shall continue to pay health insurance premiums for the surviving dependents of a certificated Non-management employee who dies while in service. The premiums will be paid for the balance of the school year in which the death occurs and the first six (6) months of the following school year.

~~13.43~~11.4 When an employee has been diagnosed by a physician as having a terminal illness, the District shall continue to pay health benefits for the employee until his/her demise.

~~13.44~~12 Flexible Reimbursement Account

e.——Each eligible employee requesting a Flexible Reimbursement Account will have their account charged with ~~\$3.00~~ per monthly administrative fee charged by the plan provider.

13.4513 Total Compensation Funds

For 1990-91 and thereafter unless this section is deleted, funds required to pay annual health benefit cost increases under Sections 13.1.1 et al, shall be deducted from funds appropriated for the agreed upon total compensation increase. The balance of required funds shall be applied to the salary schedule in accordance with the specific

negotiation. The parties will consult in a committee regarding fringe benefits for retirees.

Medical Costs

13.47.16.1 The Parties agree to form a joint committee to work on helping the parties respond over the long term to continuing increases in medical costs.

13.4817 Funding for retiree health insurance benefits

The parties recognize the importance and value of health and welfare benefits and are concerned about rising costs and unfunded liability.

The parties recognize the importance of the District in honoring the District's commitment to uphold promises to provide health insurance benefits to qualified retirees who provided decades of service to the students of Sacramento. The parties agree that every reasonable effort will be made to lower premium increases for current plans without diminishing benefits or increasing co-pays except as mutually agreeable. Any recommendations relative to working conditions will be subject to the CBA.

In addition, the parties agree to the following with regard to retiree health insurance benefits:

- A. Contribution of Educators: Commencing with the ~~2014-15~~ 2019-20 school year, ~~SCTA members~~ unit members shall contribute ~~twenty dollars~~ two percent of the unit member's monthly salary paid each month to fund retiree health benefits. Any savings as a result of the decrease in the budgeted cost of providing benefits to retirees shall be placed in the jointly-administered GASB fund.
- B. Pay as You Go and Additional Pre-funding: In addition to continue paying the monthly/annual costs of health insurance benefits for eligible retirees (pay as you go), the District will contribute an additional one and one-half percent (1.5%) of the total payroll for bargaining unit ~~employees~~ members which shall be placed in the jointly-administered GASB fund. The contribution, which shall occur on or about January 1 of each year, shall be calculated on the total payroll for bargaining unit certificated employees in the preceding fiscal year, which ends June 30th. The District may suspend this payment if in the preceding year, the District ends the year in an operating deficit, as established in the annual audited financial statement, or if the budget is in "qualified" or "negative" status.
- C. On or before February 1, 2020, the District and SCTA will meet to develop a plan to address the District's growing unfunded liability for other post-employment benefits (OPEB). Such plan shall be based on the actuarial

